

U.S. Department of Labor

Board of Alien Labor Certification Appeals
800 K Street, NW, Suite 400-N
Washington, DC 20001-8002

(202) 693-7300
(202) 693-7365 (FAX)



Issue Date: 12 September 2005

BALCA Case No.: 2004-INA-00308
ETA Case No.: P2003-NJ-02490029

In the Matter of:

ANACONDA CONSTRUCTION CO.,
Employer,

on behalf of

PAULO DE SOUZA,
Alien.

Appearance: Cassandre C. Lamarre, Esquire
Newark, New Jersey
For the Employer and the Alien

Certifying Officer: Dolores DeHaan
New York, New York

Before: **Burke, Chapman and Vittone**
Administrative Law Judges

DECISION AND ORDER¹

PER CURIAM. This case arises out of an application for labor certification² on behalf of Paulo

¹ Citations to the Appeal File are abbreviated as "AF."

² Permanent alien labor certification is governed by section 212(a)(5)(A) of the Immigration and Nationality Act, 8 U.S.C. § 1182(a)(5)(A), and Title 20, Part 656 of the Code of Federal Regulations ("C.F.R."). This application was filed prior to the effective date of the "PERM" regulations. *See* 69 Fed. Reg. 77326 (Dec. 27, 2005). Accordingly, the regulatory citations in this decision are to the 2004 edition of the Code of Federal Regulations published by the Government Printing Office on behalf of the Office of the Federal Register, National Archives and Record Administration, 20 C.F.R. Part 656 (Revised as of Apr. 1, 2004), unless otherwise noted.

De Souza (hereinafter “the Alien”) filed by the Anaconda Construction Co. (hereinafter “the Employer”) for the position of “truss carpenter.” The Certifying Officer (hereinafter “CO”) denied the application and this appeal ensued.

STATEMENT OF THE CASE

The Employer filed the application for labor certification on April 30, 2001. (AF 87). The position was listed in the application as “truss carpenter.” The Employer described the job duties as follows:

Erects pre-made wood roof trusses on top plates of frame structure for residential & commercial development projects. Using hammer, nails, saws, levels [sic] & other hand & power tools. Prepares layout for positioning trusses from building plans & blueprints. Supervises one truss carpenter helper.

(AF 87). The position required three years of experience in the job offered. (AF 87). In addition, the Employer sought Reduction in Recruitment (hereinafter “RIR”) processing. (AF 3).

On October 8, 2003, the CO issued a Notice of Findings (hereinafter “NOF”) indicating her intention to deny labor certification pursuant to 20 C.F.R. § 656.3, which defines “employment” as permanent, full-time work by employee for an employer other than oneself, 20 C.F.R. § 656.20(c)(8), which requires that the job opportunity is clearly open to any qualified U.S. worker, and 20 C.F.R. § 656.21(b)(5), which provides that an employer must document that the requirements for the job opportunity are the actual minimum requirements, and that the employer has not hired workers with less training or experience or that it is not feasible to hire workers with less training or experience than that required by the employer’s job offer. (AF 26-28). The CO initially noted that the Employer had nine pending labor certification applications before her office. The CO further noted that the Employer had two applications pending before the New Jersey State Office. The CO then advised the Employer that there is no listing for the Employer’s company name or Federal Employment Identification Number (hereinafter “FEIN”) in the New Jersey Unemployment Insurance computer system. Thus, the CO instructed the Employer to “document how you can guarantee permanent full-time employment for nine (9) []

additional workers and that an employer/employee relationship exists.” (AF 27).

The CO also directed the Employer to document “how long you have been in business, the location(s) of your company, the complete starting and ending dates at each location, and what kind(s) of construction you specialize in.” (AF 27). The CO requested information regarding the number of workers the Employer employed from 2001 to the present, their names, job duties, and their status as full- or part-time employees or non-employees. The Employer was also directed to submit copies of the employees’ W-2 or 1099-MISC forms for the years 2001 and 2002, along with the company’s Federal income tax returns for 2001 and 2002. The CO further advised that if the Employer indicates it has employees, it must document why there is no listing for the company in the State Unemployment Insurance system; and, if the company is listed, the CO instructed the Employer to furnish the corresponding name and number. (AF 27).

The CO then directed the Employer to submit copies of work contracts dating back to 2001 “in order to document that full-time permanent employment can be guaranteed for [the] alien as well as [the] other carpenters.” (AF 27). The CO also noted that the Alien “may not possess the required [three years of] experience,” indicating that she was “unable to verify that the alien’s prior employer in item 15a of the ETA [750B] form, Fons & Lour Construction, was operational during his employment period at the address shown.” (AF 27). Accordingly, the CO advised the Employer that it may rebut that finding by either “submitting evidence that clearly shows that the alien at the time of hire had the qualifications now required,” or by “deleting the requirements.” (AF 26-27).

Finally, the CO instructed the Employer to “document [a] willingness to advertise,” advising that a local Job Service Office would contact the Employer regarding recruitment. The CO denied the Employer’s request for RIR processing. (AF 26).

In rebuttal, the Employer submitted a cover letter from the owner, Carlos Ferreira, Jr. indicating that he “do[es] not know why [the FEIN] number is not registered” in the New Jersey computer system; Mr. Ferreira promised to “check in to that.” (AF 77). The Employer also explained that the company has been in business since 1998, is located “all over [New Jersey],”

and “specializes in Interior Trim, Carpentry Frame Work, Masonry Work & Clean Up.” The Employer also attached a list of employees employed since 2001, a list of their duties, and their W-2 forms. (AF 35-74). The Employer also submitted its Federal tax returns from 2001 and 2002, (AF 56-65), along with “other documentation showing my company is fully running and up to date.” (AF 77). The “other documentation” included a copy of the company’s business checking account statement, IRS identification numbers, and company insurance records. The Employer also filed a letter signed by the Alien stating that “Fons & Lour Construction was never my experience, my experience was from Holy-Wood Carpentry Inc.” (AF 76). Finally, the Employer submitted three project invoices (two undated; one dated October, 2003). (AF 66-74).

On December 17, 2003, the CO issued a second Notice of Findings (hereafter “NOF2”). (AF 78-80). Upon review of the Employer’s rebuttal documentation, the CO noted that in 2003 the Employer employed 11 individuals, 3 of whom are stonemasons and 2 of whom are truss carpenters. In 2002, the Employer employed 14 individuals, including 5 stonemasons and 2 truss carpenters. In 2001, the Employer employed 10 individuals, with 1 stonemason, 1 truss carpenter, and 1 finish carpenter. (AF 79). The CO then questioned a number of inconsistencies within the Employer’s documentation.

Specifically, the CO noted that of the nine aliens for which the Employer submitted labor certification applications, the four truss carpenters include Carlos De Carvalho, Marcelo Carvalho, Dennys Ferreira, and Paulo De Souza (the Alien). According to the CO, an application on behalf of Renato Da Silva is also pending in her office. However, the CO noted that neither Dennys Ferreira nor Renato Da Silva appears on the Employer’s list of workers, and Marcelo Carvalho, whose application is pending for the position of “truss carpenter,” is listed in the Employer’s rebuttal materials as a “stonemason.” (AF 79).

The CO then stated that “[s]ince your workers appear to be employees and you appear to have made deductions for ‘NJSTUI/DI’ for 2001 and 2002 (box 14 on the W-2 forms), you must further document why there is no record of your company in the State UI system.” (AF 79). The CO explained: “The lack of a record may indicate that you do not have employees.” Thus, the

CO provided the Employer with an opportunity to provide documentation in the form of an NJ-927 Employer's Quarterly Report and a WR-30 Employer Report of Wages Paid for all quarters of 2001, 2001 and 2003. The CO noted then that if the Employer did not file these reports, it must "fully explain why," because "[f]ailure to do so is a violation of 20 C.F.R. [§] 656.20(c), which states that employer's job opportunity terms, conditions and occupational environment shall not be contrary to Federal or State law." (AF 78-79).

Noting that the original NOF asked the Employer to furnish copies of service contracts, the CO explained that the invoices submitted instead "do not support permanent, full-time employment" for the all of the truss carpenters listed as employees in the Employer's rebuttal documentation. The CO further stated that "2 of the invoices (Gomes and Allied Construction) are not dated." (AF 78). The CO then concluded: "It is not clear how much of the work in these three [invoices] involve truss carpentry. The work performed in each is not clearly defined, [and] does not appear to include those duties in item 13 of the [ETA 750A] form." (AF 78). Thus, the CO once again instructed the Employer to "further document how you can guarantee permanent full-time employment for 5 truss carpenters, including the alien in this case" by submitting "contracts, and any other documentation, that support permanent, full-time employment for them and specify the duties each perform." (AF 78).

In response, the Employer supplied a letter dated January 14, 2004 explaining that it does not maintain "contracts" as requested by the CO in the NOF and NOF2, and that it does not typically keep an employee list. (AF 90-91). Instead, the Employer claimed that its invoices reflect the "bulk work" performed for "ongoing jobs" and do not specify which type of work will be performed or by whom. Moreover, the Employer insisted that it properly documented that it can guarantee permanent, full-time employment for nine workers when it submitted the company tax documents, stating: "I have the money to pay all these guys." (AF 91). The Employer also provided a narrative of the work it performs, insisting that its work is "100% real." (AF 91). According to the Employer, he uses truss carpenters "to build the frames and walls" when constructing "houses, townhouse[s], condominiums [and] more." (AF 91).

In response to the CO's instruction to submit specific New Jersey state forms in order to document that a *bona fide*, permanent, full-time position exists, the Employer explained that it is being audited by the IRS, and it never registered for unemployment insurance "because first I am sole proit. [sic] and second my guys didn't have real socials." (AF 90). In short, the Employer failed to file the forms requested by the CO in the NOF2 and did not submit a single contract or any other documentation explaining the amount of carpentry work performed as requested in the NOF2.

On March 9, 2004, the CO issued a Final Determination (hereinafter "FD") denying labor certification. (AF 92-93). Citing to 20 C.F.R. §§ 656.3 and 656.20(c)(8), the CO noted that the NOF and NOF2 "did not question [the Employer's] ability to guarantee [its] workers' wages," but instead requested documentation establishing the existence of a *bona fide* permanent, full-time position which is open to qualified U.S. workers. (AF 92). More specifically, the CO reminded the Employer that the NOF2 noted that the invoices previously submitted were insufficient, and then stated that the most recent rebuttal materials include "no additional contracts, bills or invoices." (AF 92). In addition, the CO stated that although the Employer explained that it uses truss carpenters to build the frames and walls during development projects, "the duties on the application are limited to erecting pre-made wood roof trusses on top plates of frame structures." (AF 92).

Furthermore, the CO noted that there remained no record of the company in the New Jersey Unemployment Insurance system, and that the Employer failed to furnish copies of the NJ-927 Employer's Quarterly Report and the W-30 Employer Report of Wages Paid as instructed. The CO had directed the Employer to furnish these documents in order to show that the workers for whom the Employer submitted W-2's are actually employees. Accordingly, the CO concluded that because "[a]ll employers subject to the provisions of the Unemployment Insurance Law are required to file these forms," "[f]ailure to do so is a violation of 20 C.F.R. § 656.20(c)," which states that an employer's job opportunity terms, conditions, and occupational environment shall not be contrary to State or Federal law. (AF 92).

By letter dated April 8, 2004, the Employer filed a request for review of the CO's Final Determination before the Board of Alien Labor Certification Appeals (hereinafter "the Board"). (AF 103). The Employer claims that it is not required to register for Unemployment Insurance because it is a sole proprietorship, and its employees are not legal. In addition, the Employer argues that its request for the CO to further notify the Employer and to send specific examples of proper documentation if the CO found the invoices unacceptable was "simpl[y] dismissed." The Employer again insists that its tax forms indicate an ability "to guarantee the prevailing wage and permanent full-time employment." (AF 103). The case was docketed with the Board on July 9, 2004.

DISCUSSION

It is well-settled that the employer bears the burden of proof in certification applications. 20 CFR § 656.2(b); *see Giaquinto Family Restaurant*, 1996-INA-64 (May 15, 1997). Here, the CO explicitly directed the Employer to submit service contracts documenting the existence of a *bona fide* job opportunity and its ability to provide permanent, full-time employment for a truss carpenter. In response, the Employer submitted invoices for three projects without explanation of how much of the work was performed by truss carpenters, along with the company's tax returns. In the NOF2, the CO again directed the Employer to submit, "contracts, and any other documentation, that support permanent full-time employment" for the Alien as a truss carpenter, noting that the previously submitted invoices were insufficient to carry the Employer's burden. In response, the Employer submitted no additional documentation. Instead, the Employer provided a statement explaining that it does not maintain or utilize detailed service contracts and insisting that it can adequately pay the prevailing wages.

As the CO explained, the Employer was required to submit documentation establishing that a *bona fide* opportunity exists, not merely whether it can adequately pay its employees' wages. In other words, the Employer had to sufficiently prove that the position of truss carpenter is a true, permanent and full-time job at Anaconda Construction; not simply a position that exists

on paper.³ Thus, the company's tax returns proved insufficient to meet the Employer's burden. Accordingly, the CO provided the Employer with yet another opportunity to document a *bona fide* job opportunity. The Employer again failed to provide any such documentation other than undated invoices that include superficial descriptions of the work performed and the cost of that work. In other words, the invoices submitted did not explain how much, if any, of the company's construction work is performed by truss carpenters or whether "truss carpenter" is a permanent, full-time position at Anaconda Construction. If an employer's own evidence does not show that a position is permanent and full-time, certification may be denied. *Gerata Systems America, Inc.*, 1988-INA-344 (Dec. 16, 1988) (*en banc*).

Moreover, the Employer did not supply sufficient explanation for its failure to submit an NJ-927 Employer's Quarterly Report or a W-30 Employer Report of Wages Paid to establish that it in fact has employees as instructed by the CO. If the CO reasonably requests specific information to aid in the determination of whether a position is permanent and full-time, the employer must provide it. *Collectors International, Ltd.*, 1989-INA-133 (Dec. 14, 1989). Moreover, if the CO's request for documentation having a direct bearing on the resolution of an issue is obtainable by reasonable efforts, the employer must produce it. *Gencorp*, 1987-INA-659 (Jan. 13, 1988) (*en banc*). Here, the Employer provided nothing more than a statement regarding his ability to pay wages and a guarantee that the position of truss carpenter exists, along with an explanation for why it cannot produce the abovementioned forms which included an admission that its employees are "not legal" and do not have social security numbers.

Although an employer's written assertion constitutes documentation under *Gencorp*, a bare assertion without supporting reasoning or evidence is generally insufficient to carry an employer's burden of proof. Thus, even though the Employer insists that it does not execute detailed service contracts, the Employer was required to produce sufficient documentation establishing that a permanent, full-time truss carpenter position exists, such as a more detailed invoice or billing summary setting forth the type of or amount of work performed by a truss carpenter for a particular project. The Employer provided none. Furthermore, the Employer's

³ See *Pasadena Typewriter and Adding Machine Co., Inc. v. Department of Labor and Alirez Rahmaty v. United States Department of Labor*, No. CV 83-5516-AAH(T) (C.D. Cal. Mar. 26, 1984) (unpublished Order Adopting Report and Recommendations of Magistrate); *Amger Corp.*, 1987-INA-545 (Oct. 15, 1987) (*en banc*).

admission that it employs illegal aliens without social security numbers does not constitute a reasonable explanation for violating 20 C.F.R. § 656.20(c)(7), which states that an employer's job opportunity terms, conditions and occupational environment shall not be contrary to State or Federal law. Thus, the Employer has not met its burden.

This application was before the CO in the posture of a request for RIR. In *Compaq Computer Corp.*, 2002-INA-249 (Sept. 3, 2003), this panel held that when the CO denies an RIR, such a denial should result in the remand of the application to the local job service for regular processing. Since *Compaq Computer, Corp.*, however, this panel recognized that a remand is not required in those circumstances where the application is so fundamentally flawed that a remand would be pointless, such as, here, when a finding of a lack of a *bona fide* job opportunity exists. *Beith Aharon*, 2003-INA-300 (Nov. 18, 2004).

Based on the foregoing, we find that the Employer has failed to demonstrate that a *bona fide* job opportunity exists. Accordingly, we find that the CO properly denied labor certification.

ORDER

The Certifying Officer's denial of labor certification is hereby **AFFIRMED**.

Entered at the direction of the panel by:

A

Todd R. Smyth
Secretary to the Board of
Alien Labor Certification Appeals

NOTICE OF OPPORTUNITY TO PETITION FOR REVIEW: This Decision and Order will become the final decision of the Secretary unless within twenty days from the date of service a party petitions for review by the full Board. Such review is not favored and ordinarily will not be granted except (1) when

full Board consideration is necessary to secure or maintain uniformity of its decisions, or (2) when the proceeding involves a question of exceptional importance. Petitions must be filed with:

Chief Docket Clerk
Office of Administrative Law Judges
Board of Alien Labor Certification Appeals
800 K Street, NW Suite 400
Washington, DC 20001-8002

Copies of the petition must also be served on other parties and should be accompanied by a written statement setting forth the date and manner of service. The petition shall specify the basis for requesting full Board review with supporting authority, if any, and shall not exceed five double-spaced pages. Responses, if any, shall be filed within ten days of service of the petition, and shall not exceed five double-spaced pages. Upon the granting of a petition the Board may order briefs.